

**AGREEMENT BETWEEN THE COUNTY OF SAN LUIS OBISPO
AND SLO NOOR FOUNDATION**

THIS AGREEMENT ("Agreement") is made and entered into on _____, 2015 by and between **San Luis Obispo County** (hereinafter referred to as the "County") and **SLO Noor Foundation** (hereinafter referred to as the "Applicant").

WITNESSETH:

WHEREAS, the Preventive Health Grant Program, using funds from the 1998 tobacco industry lawsuit and settlement (Tobacco Settlement), provides funding for programs/projects that promote the health and well-being of the community, encourage behaviors and activities that focus on preventing disease, and enable County residents to reach and maintain optimal health stability and independence; and

WHEREAS, the Community Based Organization Grant Program makes funds available to non-profit organizations for programs and services that support and complement (not duplicate) the efforts of the County's health and human service departments; and

WHEREAS, the Community Based Organization and Preventive Health Grant Review Committee (CBO/PHG) recommended that the Board of Supervisors fund 62 community based organizations and preventive health grant projects in fiscal year 2015-16 and

WHEREAS, the Board of Supervisors approved funding of the Applicant's **free healthcare clinic** by adopting the budget on June 16, 2015.

NOW, THEREFORE, the parties agree as follows:

1. **SCOPE OF SERVICES:** The Applicant shall perform and complete the activities contained in the Scope of Work (Exhibit A) attached to this agreement.
2. **PURPOSE:** The Applicant agrees that the primary purpose of this grant is to provide funding for programs/projects that benefit the public by promoting the health and well-being of the community, encouraging behaviors and activities that focus on preventing disease, and enabling County residents to reach and maintain optimal health stability and independence.
3. **TERM OF AGREEMENT:** The term of this Agreement shall be for 12 months, beginning **July 1, 2015 and ending June 30, 2016**. The

agreement may be extended by 90 days if the Applicant and County agree in writing. The Board of Supervisors expressly grants to the County Administrator for San Luis Obispo County the authority to extend the Agreement pursuant to this Section as long as the change does not increase the maximum dollar amount of this Agreement or any other burden of the County under this Agreement.

4. GRANT: The County hereby agrees to transfer to Applicant, as a **Community Based Organization** grant, **\$175,000** to complete all tasks and activities contained in Exhibit A. Program/project funding shall not be used to supplant existing operations not related to the project but must be used to support the project as proposed in Exhibit A.

Applicant understands and agrees that said grant is for the amount specified herein and the County has no obligation to award further, additional or ongoing grants beyond the term of this Agreement.

5. REPORTING: The Applicant shall prepare and submit an annual report within sixty (60) days after the end of the grant period (see #3 - Term of Agreement), and should include the following: 1) final comparison of the approved project budget to actual expenditures, 2) actual program results reported in meaningful, measurable terms, and 3) this report shall be signed and dated by the project program manager. The Applicant shall provide at the County's request any other required or needed reports. The Applicant shall allow members of the Health and Human Services Grant Review Committee to conduct a site visit regarding the project or program.

Should Applicant fail to expend the grant funds in the project as proposed in Exhibit A, County may, at its option, require Applicant to repay all or any portion of the funds not expended in the project or improperly expended.

6. EQUIPMENT: If the project budget for this project includes purchase of any equipment which has a useful life extending beyond the termination date of this project, the Applicant agrees that said equipment will be transferred over to County at the conclusion of this project, unless the County consents to a renewal or extension of the same or some similar project by Applicant utilizing the same equipment.
7. ADMINISTRATIVE PROVISIONS: Notwithstanding anything herein to the contrary, the Applicant is subject to the provisions of the applicable state and local laws and the Applicant's Articles of Incorporation and Bylaws.
8. ACCOUNTING: The Applicant shall comply with all applicable accounting regulations and standards.

9. AUDITS:

- A. The Applicant shall maintain such records and accounts in accordance with general accounting practices. In addition, the Applicant shall maintain such records and accounts as may be required by the County. County may require Applicant, at its sole expense, to have its records and accounts audited annually by an accountant licensed by the State of California and approved in advance by said Auditor-Controller, and to present said audit to the County within thirty (30) days after the completion of the audit. County may make its own audit of Applicant=s records and accounts at any time, if County so desires. Financial records should clearly demonstrate that the grant funds have been spent for the intended grant purpose within the scope of work (Exhibit A).
- B. The County shall have the right through its representative, and at all reasonable times, to inspect such books and records; and Applicant hereby agrees that all such records and instruments are available to the County. All State and Federal tax returns of Applicant insofar as this Agreement is concerned shall also be made available to the County for accounting purposes if requested.

10. INDEMNIFICATION: To the fullest extent permitted by law, Applicant shall indemnify, defend, and hold harmless the County and its officers, agents, employees, and volunteers from and against all claims, demands, damages, liabilities, loss, costs, and expense (including attorney's fees and costs of litigation) of every nature arising out of or in connection with Contractor's performance or attempted performance hereunder or its failure to comply with any of its obligations contained in the Agreement, except such loss or damage which was caused by sole negligence or willful misconduct of the County.

11. INSURANCE: Applicant shall procure and maintain for the duration of the contract insurance against claims for injuries to persons or damages to property which may arise from or in connection with the performance of the work hereunder by the Applicant, its agents, representatives, or employees.

Minimum Scope and Limit of Insurance.

Coverage shall be at least as broad as:

A. Commercial General Liability Insurance Policy ("CGL")

Insurance Services Office (ISO) Form CG 00 01 covering CGL on an "occurrence" basis for bodily injury and property damage, including products-completed operations, personal injury and advertising injury, with limits no less than **\$1,000,000** per occurrence. If a general aggregate limit applies, either the general aggregate limit shall apply separately to this project/location or the general aggregate limit shall be twice the required occurrence limit.

B. Business Automobile Liability Policy ("BAL")

ISO Form Number CA 0001 covering, Code 1 (any auto), or if Applicant has no owned autos, Code 8 (hired) and 9 (non-owned), with limit no less than **\$1,000,000** per accident for bodily injury and property damage.

C. Workers' Compensation And Employers' Liability Insurance Policy ("WC/EL")

Insurance as required by the State of California, with Statutory Limits, and Employer's Liability Insurance with limit of no less than **\$1,000,000** per accident for bodily injury or disease. If Applicant will provide leased employees, or, is an employee leasing or temporary staffing firm or a professional employer organization (PEO), coverage shall also include an Alternate Employer Endorsement (providing scope of coverage equivalent to ISO policy form WC 00 03 01 A) naming the County as the Alternate Employer, and the endorsement form shall be modified to provide that County will receive not less than thirty (30) days advance written notice of cancellation of this coverage provision. If applicable to Applicant's operations, coverage also shall be arranged to satisfy the requirements of any federal workers or workmen's compensation law or any federal occupational disease law.

If the Applicant maintains higher limits than the minimums shown above, the County requires and shall be entitled to coverage for the higher limits maintained by the Applicant.

D. Professional Liability/Errors and Omissions

Insurance covering Applicant's liability arising from or related to this Contract, with limits of not less than \$1 million per claim and \$2 million aggregate. Further, Applicant understands and agrees it shall maintain such coverage for a period of not less than three (3) years following this Agreement's expiration, termination or cancellation.

Other Insurance Provisions: The insurance policies are to contain, or be endorsed to contain, the following provisions:

E. Additional Insured Status

The County, its officers, officials, employees, and volunteers are to be covered as insureds **on the** auto policy with respect to liability arising out of automobiles owned, leased, hired or borrowed by or on behalf of the Applicant; and on the CGL policy with respect to liability arising out of work or operations performed by or on behalf of the Applicant including materials, parts, or equipment furnished in connection with such work or operations. General liability coverage can be provided in the form of an endorsement to the Applicant's insurance (at least as broad as ISO Form CG 20 10, 11 85 or both CG 20 10 and CG 23 37 forms if later revisions used).

F. Primary Coverage

For any claims related to this contract, the **Applicant's insurance coverage shall be primary** insurance as respects the County, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by the County, its officers, officials, employees, or volunteers shall be excess of the Applicant's insurance and shall not contribute with it.

G. Notice of Cancellation

Each insurance policy required above shall state that **coverage shall not be canceled, except after thirty (30) days' prior written notice** (10 days for non-payment) has been given to the County.

H. Failure to Maintain Insurance

Applicant's failure to maintain or to provide acceptable evidence that it maintains the required insurance shall constitute a material breach of the Contract, upon which the County immediately may withhold payments due to Applicant, and/or suspend or terminate this Contract. The County, at its sole discretion, may obtain damages from Applicant resulting from said breach.

I. Waiver of Subrogation

Applicant hereby grants to County a waiver of any right to subrogation which any insurer of said Applicant may acquire against the County by virtue of the payment of any loss under such insurance. Applicant agrees to obtain any endorsement that may be necessary to affect this waiver of subrogation, but this provision applies regardless of whether or not the County has received a waiver of subrogation endorsement from the insurer.

J. Deductibles and Self-Insured Retentions

Any deductibles or self-insured retentions must be declared to and approved by the County. The County may require the Applicant to provide proof of ability to pay losses and related investigations, claim administration, and defense expenses within the retention.

K. Acceptability of Insurers

Insurance is to be placed with insurers with a current A.M. Best's rating of no less than A:VII, unless otherwise acceptable to the County.

L. Claims Made Policies: If any of the required policies provide coverage on a claims-made basis:

1. The Retroactive Date must be shown and must be before the date of the contract or the beginning of contract work.
2. Insurance must be maintained and evidence of insurance must be provided **for at least five (5) years after completion of the contract of work.**
3. If coverage is canceled or non-renewed, and not **replaced with another claims-made policy form with a Retroactive Date** prior to the contract effective date, the Applicant must purchase "extended reporting" coverage for a minimum of **five (5) years** after completion of contract work.

M. Separation of Insureds

All liability policies shall provide cross-liability coverage as would be afforded by the standard ISO (Insurance Services Office, Inc.) separation of insureds provision with no insured versus insured exclusions or limitations.

N. Verification of Coverage

Applicant shall furnish the County with original certificates and amendatory endorsements or copies of the applicable policy language effecting coverage required by this clause. All certificates and endorsements are to be received and approved by the County before work commences. However, failure to obtain the required documents prior to the work beginning shall not waive the Applicant's obligation to provide them. The County reserves the right to require complete, certified copies of all required insurance policies, including endorsements required by these specifications, at any time.

Certificates and copies of any required endorsements shall be sent to:

San Luis Obispo County
Administrative Office
1055 Monterey Street, #D430
San Luis Obispo CA 93408
Attention: Nikki J. Schmidt, Administrative Analyst

O. Subcontractors

Applicant shall require and verify that all subcontractors maintain insurance meeting all the requirements stated herein.

P. Special Risks or Circumstances

County reserves the right to modify these requirements, including limits, based on the nature of the risk, prior experience, insurer, coverage, or other special circumstances.

Q. Sexual Misconduct Liability

Insurance covering actual or alleged claims for sexual misconduct and/or molestation with limits of not less than \$2 million per claim and \$2 million aggregate, and claims for negligent employment, investigation, supervision, training or retention of, or failure to report to proper

authorities, a person(s) who committed any act of abuse, molestation, harassment, mistreatment or maltreatment of a sexual nature.

12. NON-DISCRIMINATION: Applicant shall not discriminate against any person or class of persons in violation of any and all federal, state and local non-discrimination laws.
13. COMPLIANCE WITH ALL LAWS: Applicant agrees to abide by all laws and regulations applicable to the expenditure of County grant funds, including but not limited to, the audit of the expenditure of these funds for compliance with regulations and the inclusion of provisions guaranteeing compliance with all labor laws and regulations pertinent to public funds.
14. SEVERABILITY: The invalidity of any provision of the Agreement shall not affect the validity or enforceability of any other provision of the Agreement.
15. REMEDIES NOT EXCLUSIVE: The use by either party of any remedy specified herein for the enforcement of the Agreement is not exclusive and shall not deprive the party using such remedy of or limit the application of, any other remedy provided by law.
16. LAW: This Agreement has been executed and delivered in the State of California and the validity, enforceability and interpretations of any of the clauses of the Agreement shall be determined and governed by the laws of the State of California.
17. VENUE: San Luis Obispo County shall be the venue for any action or proceeding that may be brought or arise out of, in connection with or by reason of this Agreement.
18. ENTIRE AGREEMENT AND MODIFICATIONS: This Agreement supersedes all previous Agreements and constitutes the entire understanding of the parties hereto. Applicant shall be entitled to no other benefits than those specified herein. No changes, amendments, or modifications shall be effective unless in writing and signed, in advance of the effective date of the change, amendment or modification, by both parties. Applicant specifically acknowledges that in entering into and executing this Agreement, Applicant relies solely upon the provisions contained herein and no other Agreement or oral discussions prior to entering into this Agreement.
19. NO WAIVER: The failure to exercise any right or enforce any remedy contained in this Agreement shall not operate as or be construed to be a

waiver or relinquishment of the exercise of such right or remedy, or of any right or remedy herein contained.

20. HEADINGS: The headings and other captions contained in this Agreement are for convenience only and shall not be used in interpreting, construing or enforcing of any provisions of this Agreement. This Agreement has been prepared through the efforts of all parties hereto and shall not be construed against any party as the draftsman.
21. NON-ASSIGNMENT OF AGREEMENT: This Agreement is intended to secure specialized services of Applicant and thus Applicant shall not assign, transfer, delegate or sublet this Agreement, or any interest therein, without the prior written consent of the County, and any such assignment, transfer, delegation or sublet without the County's prior written consent shall be considered null and void.
22. NOTICES: Any notices, demands or communication, under or in connection with this Agreement may be served upon County by personal service, or by mailing the same by regular mail and directed to County at:

County of San Luis Obispo
Administrative Office
1055 Monterey Street, D430
San Luis Obispo CA 93408
ATTN: Nikki J. Schmidt

and may be likewise served on Applicant at:

SLO Noor Foundation
1428 Phillips Lane, Suite B-4
San Luis Obispo CA 93401
ATTN: Dr. Ahmad Nooristani

IN WITNESS WHEREOF, the County has executed this Agreement and the Applicant has caused this Agreement to be approved by its Board of Directors and to be executed by a duly authorized office, all as of the day and year first above written.

AGREED TO ON THE DAY AND YEAR SET FORTH ABOVE.

COUNTY OF SAN LUIS OBISPO

BY: _____

AUTHORIZED BY BOARD ACTION

_____, 2015

ATTEST

By: _____
Clerk of the Board of Supervisors

APPROVED AS TO FORM AND LEGAL EFFECT
RITA L. NEAL
County Counsel

By: _____
Chief Deputy County Counsel

Date: 7/24/15

Applicant: _____
By: Neovistani
Print Name: _____
Title: M.D. / CEO

Applicant: SLO Noose Free Clinic
By: Rupert C. Chomino
Print Name: RUPERT C. Chomino
Title: Board President

EXHIBIT A **SCOPE OF WORK/WORK PLAN FORMAT**

Requested Grant Funds in Fiscal Year 2015-16: \$175,000

Program/Project Summary: SLO Noor Clinic – Healthcare for the Uninsured

The SLO Noor Clinic will continue to its' mission: to provide uninsured SLO County residents (age 18 to 64) with access to quality healthcare – *primary care exams and treatments, vision, dental, physical therapy, health education, and auxiliary services* – with an emphasis on preventative care. By evaluating and treating patients via these multiple perspectives, our aim is to contribute to the overall health and wellness of the population we serve and to help reduce healthcare costs countywide. It is **anticipated that 2015/16 will see an increase in patients served**. More patients also means additional supplies, equipment, utilities, etc. will be needed. With two locations and added hours of operation, there will also be more scheduling and "desk" assignments to accomplish, so we will also focus energy on strengthening our administrative infrastructure and systems to a higher level of sophistication, capacity, and efficiency.

Goal/Objective	Major Tasks (in order to achieve goal)	Timeline
Continue to provide primary care exams/treatments, vision care, dental care, physical therapy, health education & auxiliary services.	<p>A. Continue utilizing volunteer & paid medical professionals to deliver patient care services</p> <p>B. 90% (or more) of patient care team to be volunteers</p> <p>C. Replenish supplies and small equipment as needed.</p> <p>D. Continue current discounted rate arrangements for diagnostic screenings, specialty procedures, optical and dental lab services that cannot be performed on site.</p> <p>E. Provide refresher courses or new protocol training to existing patient care teams.</p> <p>F. Train new patient care team members (volunteer or paid) on I-Stat equipment, Dentrix computer software, and other resources as appropriate.</p> <p>G. Retain current & recruit new specialists (medical/vision/dental) to aid with complex patient cases.</p>	<p>A. Ongoing</p> <p>B. Ongoing</p> <p>C. Ongoing</p> <p>D. Ongoing</p> <p>E. Ongoing</p> <p>F. Ongoing</p> <p>G. Ongoing</p>
Add new services based on	A. Women's Health: begin offering	A. Target start: January 2015

determination/evaluation of unmet needs within the population we currently serve.	pelvic exams/pap smears in-house at least 1 day/month. B. Auditory: Begin offering hearing evaluations and hearing aids for appropriate patients.	B. Target: Before end of 2015
Offer dental services more days/hrs. weekly as quickly as sufficient personnel is available.	A. Evaluate size of wait list B. To defray overhead costs, negotiate/secure renewal of 1 day/wk. sublease with Tolosa Children's Dental Center. Offer to increase sublease to 2 days/wk. C. Order additional supplies and small equipment as needed	A. On-going B. On-going until secured C. On-going
Explore ways to increase capacity to accept additional vision care patients	A. Continue discussions begun in 2014	A. Report findings to Board before summer of 2015 and then on-going
Increase outreach activities to publicize services available – with emphasis on the Latino and farm worker populations and users of ERs for non-emergencies.	A. Continue discussions begun in 2014 B. Schedule presentation opportunities C. Produce materials to aid outreach activities	A. Ongoing B. Ongoing C. Ongoing
Continue or expand collaborative relationships with other service providers	A. Continue or expand programs for health education with FHMC B. Expand HepC testing begun in 2014 with AIDS Support Network C. Continue or expand collaboration with Alliance for Pharmaceutical Access D. Explore new opportunities	A. Beginning January 2015 B. Beginning January 2015 C. Ongoing D. Ongoing
Identify/secure additional sources of revenue	A. Contribute to Endowment Fund established 12/2013 B. Pursue compensation for participation in clinical trial(s) C. Prepare to have an audit done to open doors for new grant application opportunities D. Continue to promote for additional participation in our Miracle Thousand donation plan E. Solicit collaborations, sponsors, & attendees for repeat & new fundraising events.	A. Target: By 12/2015 & ongoing B. Ongoing C. Target: Accomplish in 2015 D. Ongoing E. Ongoing
Strengthen administrative infrastructure and systems to	A. Hire a part-time Executive Director to provide oversight for	A. Target: summer or fall of 2015

a higher level of capacity, sophistication, and efficiency	administrative activities, protocols, systems, fund development, accounting, inventory control, pre-audit preparation, and ITT needs.	
Program/Project OUTPUTS:		
Output Measures: <ul style="list-style-type: none"> - Medical/vision/dental professionals will provide a total of 4,000 (or more) patient encounters during a 12-month period. - 300 (or more) patients will receive physician, optometrist or dentist-advised diagnostic testing and/or specialty procedures not currently available on-site at clinic - 1400 (or more) lab tests will be conducted in-house during a 12-month period. Data will be collected on: <ul style="list-style-type: none"> - The number and type(s) of health education given to patient/family seen at our clinic - The number of referrals sent to sub-specialist and what kind of specialist was needed - And data will show medication assistance stats as provided by Alliance for Pharmaceutical Access 		
Program/Project OUTCOMES:		
We will measure the effectiveness of our program with these goals in mind: <ul style="list-style-type: none"> - Dental care services will be offered 3 days/wk (at least) before end of 2015 - 5% (or more) increase in total number of patients served in 2015 compared to 2014 figures - 75% of our in-house lab testing/sampling costs will be lower than local "market rate." - 75% of clinic patients will not seek primary care at a hospital ER unless physician advised - 100% of patients will receive health education related to their clinic visit. - 100% of patients will receive services at no charge. - 85% (or more) respondents of patient satisfaction surveys will rank the clinic's performance as "highly favorable." 		

1. Scope of Work/Work Plan – FY 2015-16

Practice Definition

The SLO Noor Clinic is insured and fully licensed. As a clinic providing acute, non-emergent care, the SLO Noor Clinic strictly adheres to the accepted and approved practice policies. Supervising physicians include all physicians volunteering at the SLO Noor Clinic. There is a list on file of physicians (with qualifying license numbers and dates) that are authorized to be supervising physicians volunteering at the SLO Noor Clinic. Appropriate and current certification and licensing information is also on file at the SLO Noor Clinic for optometrists, ophthalmologists, physician assistants, nurses, physical therapists, dentists, dental hygienists, and dental hygienists who volunteer or are employed at SLO Noor Clinic.

New Services

An experienced OB/GYN Nurse Practitioner has recently volunteered to provide women's health services (pelvic exams/pap smears) on-site. She's starting with one day per month in January 2015. Her time is pro bono. There will be some costs for supplies associated with this important preventative health screening for women.

Our physicians are seeing an increasing number of patients who would benefit from hearing evaluations and hearing aids. As this is an unmet need for the population we serve, so we are currently exploring options to add this service – either with a specialist volunteering at the clinic or having a specialist accept pro bono referrals at his/her practice. Potential costs (for testing equipment and hearing aids) are also being researched, as are grant opportunities for funding.

Dental Services

We anticipated a high demand and need for dental care, but the number of requests seeking services has been phenomenal. Dental appointments are currently available weekly on Wed. and Friday... because we have enough volunteer dentists who take time away from their own regular (paying) practices to cover those dates. However, there is currently a tremendous backlog of men/women who have already been pre-screened for clinic eligibility, but are waiting for an initial appointment slot. And among patients who have already been evaluated by our dental team, as of 1/28/15, there are procedures (fillings to root canals) valued at \$260,379 that also need to be scheduled to complete the individual treatment plans for these patients. We are actively recruiting for additional volunteer dentists to join our clinic team. However, another option is to hire a P/T dentist (which is common in free clinics across the U.S.) ... which would provide continuity and on-going reliable manpower to provide patient care. We did not include a specific line item in personnel on our 2015 budget for a dentist, but will evaluate the budget again mid-year to consider if an adjustment is feasible in 2015.

Local specialists (oral surgeons to periodontists) have been wonderful to help whenever possible with extra challenging dental problems. They have also helped us "move mountains" to clear patients for pending medical surgeries (like one gentleman whose critically needed heart surgery was on hold until an oral infection was cured.) We are actively recruiting for additional specialists to become involved. The local dental association has been a great supporter and is recruiting on our behalf also. And we've had an initial conversation with Hancock College's dental assistant program to begin exploration of internship or learning experience opportunities.

During the summer of 2014, we inked a sublease agreement with Paso Robles based Tolosa Children's Dental Center, starting with a (renewable) 6-month term. The arrangement provides them with a fully equipped San Luis Obispo site for their pediatric patients each week on Thursdays. (They provide their own supplies.) It's been a win-win for collaboration without duplication of services provided; and the sublease income lessens our rent expense/improves cash flow. We are open to discussion to increase their sublease to 2 days each week.

From the day we opened, part of the existing the dental equipment was donated rather than new. As such, we anticipate that some equipment will need maintenance, repair, or replacement as time goes on. Adding a dental intraoral camera + three 22" LED computer monitors would greatly enhance dentist (and patient) to fully see, magnify and document what is happening inside the mouth. (Example: A problem such as a fractured tooth in a back molar can be easier to spot and impossible to ignore when it is magnified on a computer monitor.) As such, some funding for capital expenditures has been incorporated into the 2015-16 grant budget and we hope the Board of Supervisors may allow some flexibility with the remaining balance of 2014-15 CBO PHG funding should a key piece of existing equipment need emergency attention to be able to keep appointments made with patients.

Vision Care

Each issue of the Noor newsletter shares stories of patients who had heartbreaking vision challenges, but are now resuming or beginning bright, clear, focused new chapters in their lives. Special attention is also given to chronic illness patients to improve their quality of life. In 4th qtr. 2014, our vision professionals monitored 42 patients for hypertension/heart disease; 15 for diabetes; and 8 for glaucoma. This service will continue in 2015-16.

During this grant period, the inventory of eyeglass frames and blank lens will need to be replenished. Efforts are already underway to reach out to manufacturers as we hope to repeat our past success in securing in-kind donations. And, as mentioned earlier, conversations are underway as we explore creative ways we may increase the number of patients receiving vision services.

Outreach Activities

In addition to presentations at local clubs, service organizations like Rotary, we are stepping up our efforts to let our target populations know about the menu of services we offer the uninsured. *Examples:* Permission has been received from French Hospital to place informational brochures about SLO Noor Clinic's services in the waiting room of its ER department. The new brochures are currently being translated into a Spanish version also which will be helpful as we focus a special team to reach out to the Latino and farm/vineyard worker communities. One of our board members represents the SLO Noor Clinic on the Promotoras Collaborative of SLO County and the Latino Health Coalition. April 19th, we will be participating in a first time health event being held at People's Self-Help Housing's Canyon Creek property and we are finalizing details to make a presentation to a group of farm workers at their upcoming safety meeting. More farm visits are in the works too.

Expand Collaborative Relationships

There is truth to the adage that "you can't have too many friends." Pooling strengths and

resources with other organizations has repeatedly produced benefits for patients/clients for all collaborative partners. Many of these relationships have a multi-year history with us – like with Alliance for Pharmaceutical Access. With others, like AIDS Support Network, the roles are expanding. Last year, we began offering HepC testing to appropriate patients. This grant term, ASN has made arrangements for a specialist to travel from the Central Valley monthly to help with the treatment process for patients testing positive.

Broadening Revenue Sources

To expand on the examples presented in the Work Plan grid on previous pages, we are kicking off 2015 with several fundraiser events already scheduled. New events include an eat in or take out event on Feb. 18th sponsored by Buffalo Wild Wings Grill & Bar and TAPPIT Brewing Company will be hosting a daytime event with food, games and entertainment on April 19th. And a return engagement of last year's successful Shades of Color Fashion Show is slated for May 2nd at the SLO Veterans Hall.

Hosting/administrating clinical studies can not only help lead to a groundbreaking research breakthrough, but generate some modest revenue for the clinic. In 2014, our medical team and appropriate patients participated in a flu study and a blood study. Scheduled so far for 2015, the flu study will run February thru April, followed by a study to gather information on alcohol use (or abstinence).

Strengthen administrative infrastructure and systems

As we celebrated the 3rd anniversary of the SLO Noor Clinic in October 2014, we reflected on what has been accomplished to date and what's possible in the future. In 36 months, the value of health care services provided **totals \$7,286,099!** A snapshot of the breakdown is \$3,349,970 for medical care; \$698,400 for eye care; \$98,781 for dental care; \$3,138,948 for lab & diagnostic testing). During that time span volunteers have provided 17,826 hours of service, valued at \$935,023. We believe (and hope you agree) that we've reached the stage and size when it's time to switch from a volunteer Executive Director (assisted by a supportive roll-up-their-sleeves-and-pitch-in Board of Directors) to a paid professional who can provide experience, leadership and guidance to daily operations and develop infrastructure for next steps. Doing so will also let Dr. Ahmad Nooristani, who has served as Executive Director since 2011, to devote more time to his *other* roles: Medical Director and volunteer physician caring for clinic patients!